

Eligible Expenses

The following are examples of IRS allowable and disallowed healthcare expenses for a Healthcare Flexible Spending Account (FSA) or Personal Care Account (PCA). Note: This is only a list of examples. The IRS could allow or disallow items depending on facts or circumstances. Plan restrictions may apply. **Check with your employer for specifics that apply to your benefit plan.** For further guidance, refer to Internal Revenue Service (IRS) section 213(d). This publication is available at your public library or from the IRS.

Your plan may have additional restrictions and entire categories of eligible items may not qualify for reimbursement.

Prescription Drugs:

- **Allowable Expenses**
 - Prescription drugs or insulin
 - Birth control drugs (prescribed)
- **Specifically Disallowed**
 - Nonprescription drugs, vitamins, or illegal drugs

Medical Equipment:

- **Allowable Expenses**
 - Wheelchair or automate (cost of operating/maintaining)
 - Crutches (purchased or rented)
 - Special mattress and plywood boards prescribed to alleviate arthritis
 - Oxygen equipment and oxygen used to relieve breathing problems that result from a medical condition
 - Artificial limbs
 - Support hose (if medically necessary)
 - Wigs when necessary for mental health or prescribed by a doctor for an individual who loses hair because of disease
 - Excess cost of orthopedic shoes over the cost of ordinary shoes
- **Specifically Disallowed**
 - Wigs, when not medically necessary for mental health
 - Vacuum cleaner purchased due to dust allergy

Treatments and Therapies:

- **Allowable Expenses**
 - X-ray treatments
 - Treatment for alcoholism or drug dependency
 - Acupuncture
 - Vaccinations
 - Physical therapy (as a medical treatment)
 - Speech therapy
- **Specifically Disallowed**
 - Physical treatments unrelated to specific health problem (e.g., massage for general well-being)
 - Stop-smoking programs for general well-being
 - Any illegal treatment

Physicals:

- **Allowable Expenses**
 - Routine and preventive physicals
 - School and work physicals

Fees/Services:

- **Allowable Expenses**
 - Doctor's fees
 - Obstetrical expenses
 - Hospital services
 - Nursing services for care of a specific medical ailment
 - Cost of a nurse's room and board when nurse's services qualify
 - Social Security tax paid with respect to wages of a nurse when a nurse's services qualify
 - Surgical or diagnostic services
 - Legal sterilization
 - Cosmetic surgery or procedures that treat a deformity caused by an accident, trauma, disease, or an abnormality at birth
 - Services of chiropractors
 - Anesthesiologist's fees
 - Dermatologist's fees
 - Gynecologist's fees
 - Christian Science practitioner fees
 - Services of osteopaths
- **Specifically Disallowed**
 - Cosmetic surgery or procedures that improve the patient's appearance but do not meaningfully promote the proper function of the body or prevent or treat an illness or a disease
 - Payments to domestic help, companion, baby-sitter, chauffeur, etc. who primarily renders services of a non-medical nature
 - Nursemaids or practical nurses who render general care for healthy infants
 - Fees for exercise, athletic, or health club membership, when there's no specific health reason for membership
 - Payments for childcare
 - Marriage counseling provided by a member of the clergy

Dental and Orthodontic Care:

- **Allowable Expenses**
 - Dental care
 - Artificial teeth/dentures
 - Cost of fluoridation of home water supply advised by dentist
 - Braces, orthodontic services
- **Specifically Disallowed**
 - Teeth bleaching
 - Tooth bonding that isn't medically necessary

Vision Care:

- **Allowable Expenses**
 - Optometrist's or ophthalmologist's fees
 - Eyeglasses
 - Contact lenses and cleaning solutions
 - LASIK and other surgical procedures
- **Specifically Disallowed**
 - Lens replacement insurance

Hearing Care:

- **Allowable Expenses**
 - Hearing aids
 - Batteries for hearing aids

Assistance for the Handicapped:

- **Allowable Expenses**
 - Cost of guide for a blind person
 - Cost of note-taker for a deaf child in school
 - Cost of Braille books and magazines in excess of cost of regular editions
 - Guide dog (cost of buying, training, and maintaining)
 - Hearing-trained cat or other animal to assist deaf person (cost of buying, training, and maintaining)
 - Household visual alert system for deaf person
 - Excess costs of specifically equipping automobile for handicapped person over the cost of ordinary automobile; device for lifting handicapped person into automobile
 - Special devices, for a blind person such as tape recorder and typewriter

Psychiatric Care:

- **Allowable Expenses**
 - Services of psychotherapists, psychiatrists, and psychologists
 - Psychiatric therapy for sexual problems
 - Legal fees directly related to commitment of a mentally ill person
- **Specifically Disallowed**
 - Psychoanalysis undertaken to satisfy curriculum requirements of a student

Miscellaneous Charges:

- **Allowable Expenses**
 - X-rays
 - Expenses for services connected with donating an organ
 - Cost of computer storage of medical records
 - Cost of a special diet, but only if it's medically necessary and only to the extent that costs exceed that of a normal diet
 - Transportation expenses primarily for and essential to medical care, including bus, taxi, train, plane fares, ambulance services, parking fees, and tolls
 - Amounts paid for meals during inpatient care at a hospital or similar institution, if the main reason for being there is to receive medical care
 - Lodging expenses (not provided in a hospital or similar institution) while away from home if all of the following requirements are met:
 1. Lodging is primarily for and essential to medical care.
 2. Medical care is provided by a doctor in a licensed hospital or in a medical care facility related to, or the equivalent of, a licensed hospital.
 3. Lodging is not lavish or extravagant under the circumstances.
 4. There's no significant element of personal pleasure, recreation, or vacation in the travel away from home.
 5. The amount included in medical expenses can't exceed \$50 for each night for each person.Lodging is included for a person for whom transportation expenses are a medical expense because that person is traveling with the person receiving medical care. For example, if a parent is traveling with a sick child, up to \$100 per night is included as a medical expense for lodging (meals are not deductible).

- **Specifically Disallowed**

- Expenses of divorce when doctor or psychiatrist recommends divorce
- Cost of toiletries, cosmetics, and sundry items (e.g., soap, toothbrushes)
- Cost of special foods taken as a substitute for regular diet, when the special diet is not medically necessary or cost is not in excess of a normal diet
- Weight loss maintenance programs
- Maternity clothes
- Diaper service
- Distilled water purchased to avoid drinking fluoridated city water supply
- Installation of power steering in an automobile
- Pajamas purchased to wear in hospital
- Mobile telephone used for personal phone calls as well as calls to a doctor
- Insurance against loss of income or loss of life, limb, or sight
- Union dues for sick benefits for members
- Contributions to state disability funds
- Premiums for insurance coverage, including auto insurance providing medical coverage
- Capital expenditures (e.g., construction costs, elevators, swimming pool, or hot tub)

Over-the-Counter (OTC) Medications

Generally, FSA funds can be used for eligible over-the-counter (OTC) items. Some employers have restrictions on certain OTC items, and most employers do not permit Personal Care Account (PCA) funds to be used for OTC items. For more information on your particular plan, contact your employer or call the FSA/PCA/HSA phone number on the back of your Humana ID card.

Beginning January 1, 2011, over-the-counter medications such as pain relievers, cough syrup, and allergy medicines will require a prescription in order to be eligible for reimbursement from an FSA or PCA. The HumanaAccess Card cannot be used to purchase OTC medications.

You can continue to use your card for OTC items that are not medications. Your ability to use your card depends on all of the following:

- Your employer's plan restrictions.
 - Whether the item is an OTC medication
 - IRS rules governing the use of payment cards like the HumanaAccess Card.
 - The merchant's ability to systematically comply with the IRS rules. More about merchant systems
- If you pay out of pocket, be sure to save your receipts,

Require Prescription:

Antiseptics

Antiseptic wash or ointment for cuts or scrapes
Benzocaine swabs
Boric acid powder
First aid wipes
Hydrogen peroxide
Iodine tincture
Rubbing alcohol
Sublimed sulfur powder

Asthma Medications

Bronchodilator/Expectorant tablets
Bronchial asthma inhalers

Cold, Flu, and Allergy Medications

Allergy medications
Cold relief syrup
Cold relief tablets
Cough drops
Cough syrup
Flu relief tablets or liquid
Medicated chest rub
Nasal decongestant inhaler
Nasal decongestant spray or drops
Nasal strips to improve congestion
Saline nose drops
Sinus and allergy homeopathic nasal spray
Sinus medications
Vapor patch cough suppressant

Skin Care

Acne medications
Anti-itch lotion
Cold sore and fever blister medications
Corn and callus removal medications
Diaper rash ointment
Eczema cream
Medicated bath products
Wart removal medications

Ear/Eye Care

Ear wax removal drops
Eye drops
Homeopathic earache tablets

Stomach Care

Acid reducers
Antacid gum
Antacid liquid
Antacid tablets
Anti-diarrhea medications
Gas prevention food enzyme dietary supplement
Gas relief drops for infants and children
Laxatives
Pinworm treatment
Prilosec®
Upset stomach medications

Health Aids

Antifungal treatments
Diuretics and water pills
Hemorrhoid relief
Motion sickness tablets
Respiratory stimulant ammonia
Sleeping aids

Pain Relief

Arthritis pain reliever
Cold sore remedy
Itch relief
Orajel®
Pain relievers, aspirin and non-aspirin

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No Prescription Required:

Skin Care

Bunion and blister pads

Ear/Eye Care

Ear water-drying aid
Contact lens solutions

Diabetes

Diabetic lancets
Diabetic supplies
Diabetic test strips
Glucose meters

Health Aids

Adhesive or elastic bandages
Denture adhesives
Incontinence supplies
Lice control
Medicated bandages

Personal Test Kits

Blood pressure meter
Cholesterol tests
Colorectal cancer screening tests
Home drug tests
Ovulation indicators
Pregnancy tests
Thermometers

Dual Use – requires letter of medical necessity:

Foot spa
Gloves and masks
Leg or arm braces

Massager
Special teeth cleaning systems
(e.g. Waterpik)

Sun screen (over 15 SPF)

Not Eligible:

Aromatherapy
Baby bottles and cups
Baby oil
Baby wipes
Breast enhancement system
Cosmetics
Dental floss

Deodorants
Facial care
Feminine care
Fragrances
Hair regrowth
Low carbohydrate foods
Low-calorie foods

Shampoo and conditioner
Skin care products not previously
mentioned
Spa salts
Tooth brushes

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